

## Understanding the Employment Contract

The contract of employment underpins the relationship between an employer and employee. Disputes can arise when the contract doesn't give clarity to all parties. This course helps delegates understand the contract of employment and how they can improve the drafting of their standard agreements.

The course looks at key contractual terms, what they mean and how they should be drafted. It also looks at the risks involved in making a contractual change and how these can be avoided.

### Course Content

- Understanding the legal framework: statutory rights, common law rights, contractual rights
- A focus on the offer letter: what is its purpose and what if the business changes its mind post offer?
- What must a contract of employment contain (s.1 Employment Rights Act 1996 requirements)?
- Understanding key contractual terms e.g.: PILON, Garden Leave, Confidentiality, Probationary Periods and Restrictive Covenants
- What policies and procedures should an organisation have and are they contractual?
- Changing employees terms and conditions: by consent, after consultation, via termination and re-engagement
- We will look at real life contracts and policies to help delegates learn how to look at these with a critical eye

### Course Feedback

*"I have been working with employment contracts for years but I found this course really helpful to understand why we include the things we do. Jonathan is an engaging trainer and brings in real world examples that really solidify the topic. I will be taking more of his courses in the future."*

### Course Details

<b>Course duration</b>	½ day
<b>Max delegates</b>	12

For prices and dates please get in touch:

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